



# STATE OF INDIANA

MICHAEL R. PENCE, Governor

## INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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To: Teacher Collective Bargaining Stakeholders  
From: Sarah Cudahy, IEERB General Counsel  
Date: May 15, 2015

### Collective Bargaining Agreement Compliance

IEERB is now responsible for determining the compliance of teacher collective bargaining agreements pursuant to Indiana Code section 20-29-6-6.1. Below is an overview of these responsibilities:

- IEERB will appoint a Compliance Officer to review all teacher collective bargaining agreements. The review will result in a written report and recommendation for penalties for any noncompliance.
- This initial review must be completed by March 30 of the year of the CBA's expiration.
- Either party may appeal a decision to the Board within 15 days.
- The Board will rule on the appeal within 30 days of receipt of the appeal, receipt of the briefs, or oral argument.
- The various penalties include:
  - A cease and desist order for areas of noncompliance;
  - Requirement that the parties receive written approval from the Board or its agent prior to ratifying a subsequent CBA; and
  - Other action deemed appropriate by the Board as authorized by state law.

As always, IEERB will strive for transparency and clarity in implementing this new process. As such, although not required, IEERB is providing the attached working draft of the compliance rubric prior to the Board's meeting, and inviting public comment. **Public comment on this draft rubric is due Monday, June 15, 2015.** Public comment may be made:

- Via email, to [scudahy@ieerb.in.gov](mailto:scudahy@ieerb.in.gov)
- Via phone, at 317-233-6625
- Via hand delivery, to the address listed above
- Via public meeting, Tuesday June 2, 2015, at 2:00 p.m. at IEERB's Conference Room, Room 118, 143 West Market Street, Indianapolis, Indiana (enter on Capitol south of Market)

After public comment closes, the Board will hold a public meeting to vote on the rubric and emergency rules. The emergency rules, rubric, and the new laws, will be effective July 1, 2015. Formal collective bargaining will commence August 1, 2015.

IEERB will publish additional information and guidance over the summer.